

Tempe Fire Department Policies and Procedures
Image and Appearance
104.13
Rev 10-28-03

PURPOSE

This regulation provides standards for our safety and professional public image. Members should bear in mind that their personal appearance reflects on the Department and the City as a whole. It is essential that we comply with the following rules to support a sense of pride held by all members of our organization.

POLICY

Supervisors are responsible for insuring that members under their supervision maintain a positive public image through compliance with this policy. All supervisors have an obligation to enforce this policy.

HAIR

All members shall keep their hair clean and well groomed to present a professional appearance under all reasonable conditions. It should not have an unruly or unkept appearance.

For uniformed members the length of the hair as it is worn shall not extend below the top of the letters of the uniform T-shirt or polo shirt while in the normal standing position. Hair as it is worn shall not extend outward more than 2 ½" from any portion of the head.

Radical hairstyles of any kind such as Mohawks are not permitted.

Exotic coloring of hair is prohibited.

Hair must be kept groomed in such a way that it does not pose any occupational hazard at any time. Hair must not at any time interfere with the donning of any protective clothing, interfere with the SCBA facepiece seal, or be exposed at any time when protective clothing is being worn.

FACIAL HAIR/SIDEBURNS

All facial hair shall be neatly trimmed and kept clean.

Sideburns shall not extend below the earlobe and must be neatly trimmed.

Hair underneath any part of the SCBA facepiece rubber seal is prohibited.

JEWELRY

Jewelry that is considered a safety hazard, radical, or distracts from the appearance of the uniform, shall not be worn. No facial jewelry shall be permitted. For uniformed members, rings and other jewelry should not be so large as to interfere with the wearing of any uniform or protective equipment, or present a safety hazard.

Necklaces

If necklaces are worn on duty they must be worn under the uniform shirt.

Earrings

Earrings are allowed to be worn on duty provided they are the stud-type earwear and that there be no more than one per ear. For Emergency Services personnel, loops and hanging-type earrings present a safety concern and are not permitted.

Body Piercing

Other than earwear as described above, no visible body piercing jewelry is acceptable while on duty.

CONTACT LENS

Unusual or unnatural colored contacts may not be worn.

TATTOOS

Tattoos that are added to visible areas of an individual after employment shall not be sexually explicit, immoral, or express radical social statements. If you are not sure of the acceptability of a potential tattoo, check with your supervisor for a review in regards to the intent of this policy prior to the permanent artwork.

UNIFORMS

Uniforms must be maintained and worn in a clean and neat appearance. Apparel that has excessive wear or is damaged shall be discarded and replaced in accordance with the policy and procedure on uniforms.

With regard to all uniforms, including turnouts, no patches, stickers, pins, or insignia shall be applied except for those approved by the Fire Chief.

All uniforms must be worn in accordance with the policy and procedure on uniforms.